

# GRI Content Index

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## MATERIAL TOPICS

GRI 3: MATERIAL TOPICS 2021		
3-1	Process to determine material topics	Page 9
3-2	List of material topics	Page 10
ECONOMIC PERFORMANCE		
3-3	Management of material topics	Page 54. <a href="#">Management Approach: Sustainable Supply Chain</a>
201-1	Direct economic value generated and distributed	<a href="#">ESG Performance Data Tables</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Sustainability Committee Charter</a>
201-3	Defined benefit plan obligations and other retirement plans	Page 22. <a href="#">Management Approach: Engaged &amp; Inclusive Workplace</a>

## MATERIAL TOPICS

ECONOMIC PERFORMANCE		LOCATION
201-4	Financial assistance received from government	None
14.23.8	For minerals purchased from the state or from third parties appointed by the state to sell on their behalf, report: <ul style="list-style-type: none"> <li>volumes and types of minerals purchased;</li> <li>full names of the selling entity and the recipient of the payment;</li> <li>payments made for the purchase</li> </ul>	Not applicable
MARKET PRESENCE		
3-3	Management of material topics	Page 22. <a href="#">Management Approach: Engaged &amp; Inclusive Workplace</a>
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<a href="#">ESG Performance Data Tables</a>
202-2	Proportion of senior management hired from the local community	Page 24. <a href="#">ESG Performance Data Tables</a>
PROCUREMENT PRACTICES		
3-3	Management of material topics	Page 54. <a href="#">Management Approach: Sustainable Supply Chain</a> , Page 26. <a href="#">Management Approach: Thriving Communities</a>
203-1	Infrastructure investments and services supported	Page 28, 30. <a href="#">ESG Performance Data Tables</a>
203-2	Significant indirect economic impacts	Page 28, 30

MATERIAL TOPICS		
PROCUREMENT PRACTICES		LOCATION
3-3	Management of material topics	Page 54. <a href="#">Management Approach: Sustainable Supply Chain</a>
204-1	Proportion of spending on local suppliers	Page 56. <a href="#">ESG Performance Data Tables</a>
ANTI-CORRUPTION		
3-3	Management of material topics	Page 11. Page 50. <a href="#">Management Approach: Ethical Culture</a>
205-1	Operations assessed for risks related to corruption	Page 52
205-2	Communication and training about anti-corruption policies and procedures	Page 52
205-3	Confirmed incidents of corruption and actions taken	None
14.22.5	Describe the approach to contract transparency, including: <ul style="list-style-type: none"> <li>• whether contracts and licenses are made publicly available and, if so, where they are published;</li> <li>• if contracts or licenses are not publicly available, the reason for this and actions taken to make them public in the future</li> </ul>	Page 54. <a href="#">Management Approach: Sustainable Supply Chain</a>
14.22.6	Report the following information about the organization's beneficial owners, including: <ul style="list-style-type: none"> <li>• joint ventures name, nationality, and country of residence;</li> <li>• whether they are politically exposed persons;</li> <li>• level of ownership;</li> <li>• how ownership or control is exerted.</li> </ul>	Exempt from this requirement as a publicly listed company

MATERIAL TOPICS		
ENERGY		LOCATION
3-3	Management of material topics	Page 33. <a href="#">Management Approach: Carbon Footprint</a>
302-1	Energy consumption within the organization	Page 35-36. <a href="#">ESG Performance Data Tables</a>
302-2	Energy consumption outside of the organization	Page 35-36. <a href="#">ESG Performance Data Tables</a>
302-3	Energy intensity	Page 35-36. <a href="#">ESG Performance Data Tables</a>
302-4	Reduction of energy consumption	None
302-5	Reductions in energy requirements of products and services	None
WATER & EFFLUENTS		
3-3	Management of material topics	Page 42. <a href="#">Management Approach: Water &amp; Biodiversity Stewardship</a>
303-1	Interactions with water as a shared resource	Page 42. <a href="#">Management Approach: Water &amp; Biodiversity Stewardship</a>
303-2	Management of water discharge-related impacts	Page 44. <a href="#">ESG Performance Data Tables</a>
303-3	Water withdrawal	Page 44. <a href="#">ESG Performance Data Tables</a>
303-4	Water discharge	Page 44. <a href="#">ESG Performance Data Tables</a>

MATERIAL TOPICS		
WATER & EFFLUENTS		LOCATION
303-5	Water consumption	Page 44. <a href="#">ESG Performance Data Tables</a>
BIODIVERSITY		
3-3	Management of material topics	Page 42. <a href="#">Management Approach: Water &amp; Biodiversity Stewardship</a>
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 42. <a href="#">Management Approach: Water &amp; Biodiversity Stewardship</a>
304-2	Significant impacts of activities, products and services on biodiversity	Page 44-45
304-3	Habitats protected or restored	Page 44. <a href="#">ESG Performance Data Tables</a>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">ESG Performance Data Tables</a>
EMISSIONS		
3-3	Management of material topics	Page 33. <a href="#">Management Approach: Carbon Footprint</a>
305-1	Direct (Scope 1) GHG emissions	Page 35. <a href="#">ESG Performance Data Tables</a>
305-2	Energy indirect (Scope 2) GHG emissions	Page 35. <a href="#">ESG Performance Data Tables</a>
305-3	Other indirect (Scope 3) GHG emissions	Page 35. <a href="#">ESG Performance Data Tables</a>

MATERIAL TOPICS		
EMISSIONS		LOCATION
305-4	GHG emissions intensity	Page 35. <a href="#">ESG Performance Data Tables</a>
305-5	Reduction of GHG emissions	None
305-6	Emissions of ozone-depleting substances (ODS)	Not reported
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">ESG Performance Data Tables</a>
WASTE*		
3-3	Management of material topics	Page 38. <a href="#">Management Approach: Tailings &amp; Waste Management</a>
306-3 (2016)	Significant spills	Page 39-40. <a href="#">ESG Performance Data Tables</a>
14.15.3	Report the number of critical incidents in the reporting period, describe their impacts, and actions	Page 40
14.15.4	Report the percentage of mine sites that have emergency preparedness and response plans in place, and list the sites that do not	Page 38. <a href="#">Management Approach: Tailings &amp; Waste Management</a>
306-1 (2020)	Waste generation and significant waste-related impacts	Page 38. <a href="#">Management Approach: Tailings &amp; Waste Management</a>
306-2 (2020)	Management of significant waste-related impacts	Page 38. <a href="#">Management Approach: Tailings &amp; Waste Management</a>
306-3 (2020)	Waste generated	Page 40. <a href="#">ESG Performance Data Tables</a>

\* Both GRI Sections of Waste: GRI 306 Waste 2016 and GRI 306: Waste 2020 are in effect currently. Both are related to the material topic of waste.

MATERIAL TOPICS		
WASTE		LOCATION
306-4 (2020)	Waste diverted from disposal	Page 40. <a href="#">ESG Performance Data Tables</a>
306-5 (2020)	Waste directed to disposal	Page 40. <a href="#">ESG Performance Data Tables</a>
14.5.4- 14.5.6	Include rock waste and tailings	Page 40. <a href="#">ESG Performance Data Tables</a>
14.6.2	Report the tailings disposal methods used by the organization	<a href="#">Tailings Disclosure Table</a>
14.6.3	For each tailings facility not confirmed to be in a state of safe closure: <ul style="list-style-type: none"> <li>describe the tailings facility, including its construction method;13</li> <li>report whether the facility is active, inactive, or closed;</li> <li>report the maximum permitted storage capacity and the total weight of tailings stored in metric tons;</li> <li>report the Consequence Classification in line with Requirement 4.1 of the GISTM;</li> <li>report the frequency of risk assessments and a summary of the most recent risk assessment findings;</li> <li>report the date and material findings of the most recent independent technical review, including the implementation of mitigation measures and the date of the next review.</li> </ul>	<a href="#">Tailings Disclosure Table</a>

MATERIAL TOPICS		
EMPLOYMENT		LOCATION
3-3	Management of material topics	Page 22. <a href="#">Management Approach: Engaged &amp; Inclusive Workplace</a>
401-1	New employee hires and employee turnover	Page 24. <a href="#">ESG Performance Data Tables</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 22. <a href="#">Management Approach: Engaged &amp; Inclusive Workplace</a>
401-3	Parental leave	<a href="#">ESG Performance Data Tables</a>
OCCUPATIONAL HEALTH & SAFETY		
3-3	Management of material topics	Page 17. <a href="#">Management Approach: Safety, Health &amp; Wellness</a>
403-1	Occupational health and safety management system	Page 17. <a href="#">Management Approach: Safety, Health &amp; Wellness</a>
403-2	Hazard identification, risk assessment, and incident investigation	Page 17. <a href="#">Management Approach: Safety, Health &amp; Wellness</a>
403-3	Occupational health services	Page 17. <a href="#">Management Approach: Safety, Health &amp; Wellness</a> . Page 20
403-4	Worker participation, consultation, and communication on occupational health and safety	Page 17. <a href="#">Management Approach: Safety, Health &amp; Wellness</a>
403-5	Worker training on occupational health and safety	Page 17. <a href="#">Management Approach: Safety, Health &amp; Wellness</a> . Page 19. <a href="#">ESG Performance Data Tables</a>

MATERIAL TOPICS		
OCCUPATIONAL HEALTH & SAFETY		LOCATION
403-6	Promotion of worker health	Page 20
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 17. <a href="#">Management Approach: Safety, Health &amp; Wellness</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">ESG Performance Data Tables</a>
403-9	Work-related injuries	Page 19. <a href="#">ESG Performance Data Tables</a>
403-10	Work-related ill health	<a href="#">ESG Performance Data Tables</a>
TRAINING & EDUCATION		
3-3	Management of material topics	Page 22. <a href="#">Management Approach: Engaged &amp; Inclusive Workplace</a>
404-1	Average hours of training per year per employee	Page 24. <a href="#">ESG Performance Data Tables</a>
404-2	Programs for upgrading employee skills and transition assistance programs	Page 22. <a href="#">Management Approach: Engaged &amp; Inclusive Workplace</a>
404-3	Percentage of employees receiving regular performance and career development reviews	Page 265. <a href="#">ESG Performance Data Tables</a>
DIVERSITY & EQUAL OPPORTUNITY		
3-3	Management of material topics	Page 22. <a href="#">Management Approach: Engaged &amp; Inclusive Workplace</a>
405-1	Diversity of governance bodies and employees	Page 24, 49. <a href="#">Information Circular</a> . Page 34-35

MATERIAL TOPICS		
DIVERSITY & EQUAL OPPORTUNITY		LOCATION
405-2	Ratio of basic salary and remuneration of women to men	Not available
NON-DISCRIMINATION		
3-3	Management of material topics	Page 22. <a href="#">Management Approach: Engaged &amp; Inclusive Workplace</a>
406-1	Incidents of discrimination and corrective actions taken	Page 61
FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING		
3-3	Management of material topics	Page 22. <a href="#">Management Approach: Engaged &amp; Inclusive Workplace</a>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">ESG Performance Data Tables</a>
14.20.3	Number of strikes and lockouts involving 1,000 or more workers lasting one full shift or longer, and their total duration in worker days idle.	None
CHILD LABOUR		
3-3	Management of material topics	Page 50. <a href="#">Management Approach: Ethical Culture. Modern Slavery Report</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	None identified. Page 52

MATERIAL TOPICS		
FORCED OR COMPULSORY LABOUR		LOCATION
3-3	Management of material topics	Page 50. <a href="#">Management Approach: Ethical Culture. Modern Slavery Report</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None identified. Page 52. <a href="#">Modern Slavery Report</a>
SECURITY PRACTICES		
3-3	Management of material topics	Page 50. <a href="#">Management Approach: Ethical Culture</a>
410-1	Security personnel trained in human rights policies or procedures	Page 53
LOCAL COMMUNITIES		
3-3	Management of material topics	Page 26. <a href="#">Management Approach: Thriving Communities</a>
413-1	Operations with local community engagement, impact assessments, and development programs	Page 26. <a href="#">Management Approach: Thriving Communities</a> . Page 28-31
413-2	Operations with significant actual and potential negative impacts on local communities	Page 26. <a href="#">Management Approach: Thriving Communities</a> . Page 28-31
14.10.4	Report on number and types of grievances, % of grievances addressed and resolved in the reporting period and % of grievances resolved through remediation	Page 29. <a href="#">ESG Performance Data Tables</a>

MATERIAL TOPICS		
LOCAL COMMUNITIES		LOCATION
411-1	Incidents of violations involving rights of indigenous peoples	There are no indigenous populations in or around our operations
14.11.3	Locations of operations and proven reserves where Indigenous Peoples are present and are or may be affected by the activities of the organization.	There are no indigenous populations in or around our operations
14.11.4	Report whether the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from Indigenous Peoples for any of the organization's activities and, if so, report for each case: <ul style="list-style-type: none"> <li>• whether the process has been mutually accepted by the organization and the affected Indigenous Peoples;</li> <li>• whether an agreement has been reached, and if so, if the agreement is publicly available.</li> </ul>	Have not been involved in an FPIC process
14.12.2	List the mine sites where involuntary resettlement is planned, ongoing, or has taken place. For each mine site listed: <ul style="list-style-type: none"> <li>• report the number of persons who have been or will be displaced, and a breakdown by gender;</li> <li>• describe how peoples' livelihoods and human rights are or could be affected and restored.</li> </ul>	There have been no resettlements in our operations
14.12.3	List the locations of operations where conflicts or violations of land and resource rights (including customary, collective, and informal tenure rights) occurred, and describe the incidents and the stakeholders whose rights are or could be affected	There have been no conflicts or violations over land and resources rights
14.8.4	For each mine site, report whether it: <ul style="list-style-type: none"> <li>• has a closure and rehabilitation plan in place;</li> <li>• is undergoing closure and rehabilitation activities;</li> <li>• has been closed and rehabilitated</li> </ul>	There are no sites under closure, however we do progressive rehabilitation

MATERIAL TOPICS		
LOCAL COMMUNITIES		LOCATION
14.8.5	For each closure and rehabilitation plan: <ul style="list-style-type: none"> <li>• report whether the plan has been approved by relevant authorities;</li> <li>• report the dates of the most recent and next reviews of the plan</li> </ul>	Not applicable
14.8.6	For each mine site, report in hectares: <ul style="list-style-type: none"> <li>• total land disturbed and not yet rehabilitated;</li> <li>• total land disturbed and rehabilitated (including progressively rehabilitated, if applicable)</li> </ul>	<a href="#">ESG Performance Data Tables</a>
14.8.7	For each mine site, report the estimated life of the mine (LOM).	<a href="#">Technical reports</a>
14.8.8	For financial provisions made by the organization for closure and rehabilitation, including environmental and socioeconomic post-closure monitoring and aftercare for mine sites, report: <ul style="list-style-type: none"> <li>• the total estimated closure cost (not discounted), whether the financial provision covers the full amount of the current estimated closure cost, and whether the financial provision made is in line with the applicable regulatory requirements, by mine site</li> <li>• the methodology used to calculate the estimated closure cost;</li> <li>• financial instruments used or developed to guarantee adequate financial provisions for closure and rehabilitation</li> </ul>	<a href="#">2024 Audited Financial Statements</a> . Page 21. <a href="#">ESG Performance Data Tables</a>

MATERIAL TOPICS		
LOCAL COMMUNITIES		LOCATION
14.8.9	Describe non-financial provisions made by the organization to manage the local community's socioeconomic transition to a sustainable post-mining economy, including collaborative efforts, projects, and programs	Page 26. <a href="#">Management Approach: Thriving Communities</a>
14.8.10	Describe how engagement with workers, suppliers, local communities, and other relevant stakeholders has informed closure planning and implementation, including post-mining land use	Not applicable
14.13.2	List the mine sites where ASM occurs on or in close proximity to the site	Page 57
14.13.3	Report the total number and nature of incidents involving ASM and actions taken to address them	None

# SASB Disclosures

SASB DISCLOSURES		
GREENHOUSE GAS EMISSIONS		LOCATION
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Page 35. <a href="#">ESG Performance Data Tables</a>
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Page 33. <a href="#">Management Approach: Carbon Footprint</a>
AIR QUALITY		
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	<a href="#">ESG Performance Data Tables</a>
ENERGY MANAGEMENT		
EM-MM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Page 35-36. <a href="#">ESG Performance Data Tables</a>
WATER MANAGEMENT		
EM-MM-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Page 44. <a href="#">ESG Performance Data Tables</a>

SASB DISCLOSURES		
WATER MANAGEMENT		LOCATION
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	None
WASTE & HAZARDOUS MATERIALS MANAGEMENT		
EM-MM-150a.4	Total weight of non-mineral waste generated	Page 40. <a href="#">ESG Performance Data Tables</a>
EM-MM-150a.5	Total weight of tailings produced	Page 40. <a href="#">ESG Performance Data Tables</a>
EM-MM-150a.6	Total weight of waste rock generated	Page 40. <a href="#">ESG Performance Data Tables</a>
EM-MM-150a.7	Total weight of hazardous waste generated	Page 40. <a href="#">ESG Performance Data Tables</a>
EM-MM-150a.8	Total weight of hazardous waste recycled	Page 40. <a href="#">ESG Performance Data Tables</a>
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	None
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Page 38. <a href="#">Management Approach: Tailings &amp; Waste Management</a>

## SASB DISCLOSURES

BIODIVERSITY IMPACTS		LOCATION
EM-MM-160a.1	Description of environmental management policies and practices for active sites	Page 33. <a href="#">Management Approach: Carbon Footprint</a> . Page 38. <a href="#">Management Approach: Tailings &amp; Waste Management</a> . Page 42. <a href="#">Management Approach: Water &amp; Biodiversity Stewardship</a>
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	None of our operating sites has acid rock drainage
EM-MM-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Page 42. <a href="#">Management Approach: Water &amp; Biodiversity Stewardship</a>
SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES		
EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	None
EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	None
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Page 26. <a href="#">Management Approach: Thriving Communities</a>

## SASB DISCLOSURES

COMMUNITY RELATIONS		LOCATION
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Page 26. <a href="#">Management Approach: Thriving Communities</a>
EM-MM-210b.2	Number and duration of non-technical delays	None
LABOUR RELATIONS		
EM-MM-310a.1	Percentage of active workforce employed under collective agreements	<a href="#">ESG Performance Data Tables</a>
EM-MM-310a.2	Number and duration of strikes and lockouts	None
WORKFORCE HEALTH & SAFETY		
EM-MM-320a.1	(1) All-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	Page 19. <a href="#">ESG Performance Data Tables</a>
BUSINESS ETHICS & TRANSPARENCY		
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Page 50. <a href="#">Management Approach: Ethical Culture</a>
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	None

## SASB DISCLOSURES

TAILINGS STORAGE FACILITIES MANAGEMENT		LOCATION
EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	Page 38. <a href="#">Management Approach: Tailings &amp; Waste Management. Tailings Disclosure Table</a>
EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Page 38. <a href="#">Management Approach: Tailings &amp; Waste Management</a>
EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Page 38. <a href="#">Management Approach: Tailings &amp; Waste Management</a>

## SASB DISCLOSURES

ACTIVITY METRICS		LOCATION
EM-MM-000.a	Production of (1) metal ores and (2) finished metal products	<a href="#">ESG Performance Data Tables</a>
EM-MM-000.b	Total number of employees, percentage contractors	Page 24. <a href="#">ESG Performance Data Tables</a>